**Title:** Because every picture has a story to tell: Photo-elicitation study **into staff experiences of a Rehabilitation and Recovery Service.**

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This research was based at a novel Rehabilitation and Recovery Service for individuals with severe and enduring mental health issues. The Service offers a stepped intensive, inpatient pathway towards rehabilitation within the community and was set up to bring NHS inpatient and community voluntary sectors together with a view to transform local mental health provision.

Photo-elicitation was undertaken with staff to explore their experiences of the new Service. Fifteen purposefully sampled staff were recruited across the Service in order to understand how different organisations have been integrated and with an objective to contribute to Service development. Photo-elicitation was used to enrich data collection through one-to-one semi-structured interviews. Interviews were analysed using Interpretative Phenomenological Analysis (IPA).

Eight themes were identified: **HOPE**; **INDIVIDUALITY**; **CULTURE**; **POWER**; **COMMUNICATION**; **CONFIDENCE**; **ACCOUNTABILITY;** and **LIMITATIONS**. Recovery is understood by staff to be complex and difficult to define. The Service is perceived to be situated within a powerful system built on traditional paradigms and existing structures appear intact and difficult to change. However, staff are genuinely interested in finding new ways to approach recovery, as well as improve communication and professional relationships.

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